

Intentional, Engaging, and Ever-Evolving Teacher Evaluations



Zionsville Community Schools are Making it Happen!



WE ARE a high-performing suburban school district of 6,700 students in Zionsville, Indiana. Zionsville Community High School graduates about 500 students annually and is fed by two middle schools (grades 5-8) and five elementary schools (grades pre K-4).

OUR STUDENTS & FAMILIES strongly support our schools and the wide range of co-curricular program opportunities offered to students of all ages.

IN OUR OWN WORDS

In Zionsville Community Schools we celebrate educators who...

- **Focus** on student learning by consistently asking what we want students to learn and how we'll respond to what they know or don't know.
- **Contribute** as members of a learning community.
- **Take** risks and try new approaches.
- **Employ** interdisciplinary, project-based learning.
- **Facilitate** a classroom environment with the student at the center.
- Have a **collaborative** spirit as shown through providing and accepting ideas/work/activities and for colleagues (and from students).
- **Invest** in continuous professional growth and learning.
- **Redefine** assessments, allowing flexibility based on product/work/activity, then utilize these formative assessments to calibrate instruction.
- **Reinvent** instructional practices and student activities as technologies allow for improvement.
- **Tap** student interest as a vehicle of course content.
- **Connect** the classroom with the community and promote real-world application of content and skills.

OUR PROMISING PRACTICE has been the design and implementation, in collaboration with our teachers, of an educator evaluation system which is fair, transparent, and intentional. Since its inception in 2012, the evaluation process has led to thousands of classroom observations and conversations about our work each year, common language about our work, a focus on student data and assessment, and effective or highly effective evaluations for nearly all of our teachers. The evaluation team works regularly to discuss and analyze data on teacher performance and inter-rater reliability using video, scripts and comments from actual observations; and focuses on how best to provide regular actionable feedback to teachers. Standard protocols are implemented across schools with the help of evaluation software, a handbook of procedures for evaluators, regular and consistent clearly-branded communication to all staff about the process, online resources, and training for teachers. Zionsville Community Schools was one of the early districts to complete the INTASS review process and was commended for an exemplary evaluation process by the State Board of Education on April 15, 2016.

OUR STEPS In 2012, our district adopted the state evaluation model with a goal to focus on high quality onboarding of our educators and evaluators to this new process and the development of high quality common assessments for students. We adapted our process each year, customizing rubrics and protocols over time and creating a variety of resources to help evaluators and teachers implement consistently and experience the process positively. We are currently engaged in a thoughtful review of practices, exploring how we can differentiate further for experienced, effective educators and continue to focus on educator growth and engagement. We strive to be the best possible place for great teachers to grow; where high quality work in our profession is valued, recognized, and cultivated so that excellent teaching leads to high quality learning experiences for all our students.

For more information about our school or corporation, email: ajohnson@zcs.k12.in.us or visit our website: www.zcs.k12.in.us.